



THE COAST GUARD RESERVIST

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THE ADMIRAL'S CORNER

You all are aware that inactive duty Coast Guard Reserve officers were promoted under a "fully qualified" promotion system until September 1970. Upon moving into a promotion zone, those officers were considered for promotion in order of seniority. When the authorized numbers had been selected for promotion by a board, all of those officers in the zone junior to the last officer selected were considered not to have been passed over. Thus, as long as performance of duty was satisfactory, promotion virtually was assured. The marginal performer was essentially safe.

Another major problem of that system was the promotion "hump". Since very few officers were passed over, the system generated an increasing lag in promotions to the point where there was as much as a five-year delay in inactive duty Reserve officer promotions as compared with their Regular Service running mates. As a result, it was necessary to rely on stepped-up continuation board action to avoid any further increase in this promotion lag.

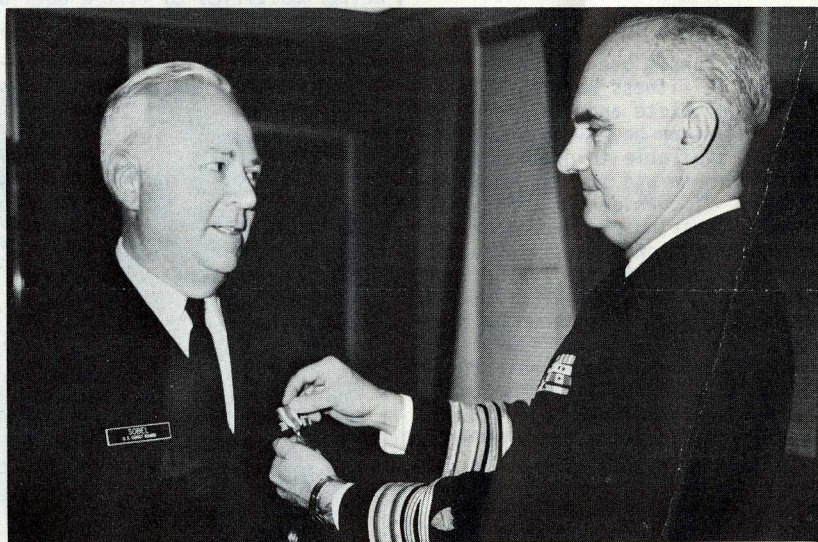
The "best qualified" promotion legislation which was enacted in September 1970 initiated important changes. The "hump" has been reduced drastically. Only in the LCDR to CDR promotions is there a delay and this presently is in the area of about one and one-half to two years. In my mind, this really is no hump at all. However, the most significant change

is that "satisfactory" no longer is good enough. Each officer in a promotion zone, plus those who previously have been passed over, is compared with every officer being considered. Within authorized numbers, only those considered to be truly "best qualified" are selected.

In the CDR to CAPT promotion board which convened on 11 December of last year, 36 CDR's who were in the zone for the first time and 57 others who had been passed over previously were considered for promotion to the 9 authorized slots. I think that the difficulties a board will have in selecting so few from such a relatively large group of officers is immediately obvious.

This leads to the major points I wish to make. The first point is that we just about have completed our review of the Reserve officer promotion system. Some minor changes may be required. Basically, the current law provides us a good system. Within this system I intend that future continuation boards will be

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FOR PROMOTING THE "ONE COAST GUARD" CONCEPT, Rear Admiral Arnold I. SOBEL, USCGR, is presented the Meritorious Service Medal by Vice Commandant-Vice Admiral Thomas R. SARGENT during a recent ceremony at Headquarters. Rear Admiral SOBEL was cited for exceptionally meritorious achievement and superior performance of duty since 1968 as a flag officer and a leader devoting his time and energy to advancing the Reserve program. A Chicago industrialist, RADM SOBEL was first commissioned in the Reserve in 1942. He organized, commissioned and commanded the first VTU and first ORTUAG in Chicago. RADM SOBEL transferred to inactive status January 1. His replacement will be selected by the next inactive duty flag selection board.

Reserve HM Training Providing Qualification for Augmentation

The Coast Guard Reserve, in support of the Regular forces under augmentation, has joined with the Regulars in a training format in Dade County, Florida, designed to assist Coast Guard medical personnel to stay abreast of the latest emergency medical techniques.

The program, conducted at Hialeah Hospital in Dade County, provides the necessary clinical training to accompany classroom training for the State of Florida registration as a Registered Emergency Medical Technician.

Admiral's Corner: Officer Promotions

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held only in the captain and rear admiral grades. Commanders normally will have only a 25 percent promotion opportunity for selection to captain. Most officers will retire at the commander level. Some lieutenant commanders will be retained after being passed over twice. It is my intention that every LCDR performing in an above average capacity will have ample opportunity for a full career. At the same time, it should be more difficult to be promoted to LCDR.

I also cannot over-emphasize the importance of fitness reports. They must be as complete and meaningful as they possibly can be. They are the major tool available to promotion board members to aid them in their selections. I consider it imperative that each preparing officer expend extra effort to continuously observe and then write meaningful evaluations on the performance of every officer under his command. Further, the reporting and/or reviewing officers should critically perform their functions, adding amplifying comments as appropriate. Unfortunately, many fitness reports contain conflicting information. The individual attributes of the officer marked with "X's" on the front of the report often are inconsistent with the narrative comments on the back. Conflicting information such as this not only is confusing to the board, but may have an adverse effect on the individual.

In all fairness to each individual officer being considered, every selection board is comprised of five inactive duty Reserve officers who are senior to those offi-

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In support of the Coast Guard Reserve augmentation program, Hospital Corpsman Third Class Michael R. McDONALD, USCGR, underwent a period of clinical training and instruction in the emergency room of Hialeah Hospital. The purpose was to more fully qualify him to augment Regular corpsmen.

The corpsman's clinical training was programmed so that it coincided with an emergency medical technician training program presently underway at Hialeah Hospital where fire-rescue personnel from various Dade County departments receive their clinical training in qualifying for state registration as emergency medical technicians.

Walter Livingstone, Director of Continuing Education at Hialeah Hospital and also a lieutenant commander in the Coast Guard Reserve, said that since this program has been adopted by Regulars, it was felt proper to make it available to the reserves. This, he said, was because "...under the auspices of the Coast Guard's peacetime augmentation program (the reservists) actively and consistently participate in Regular operations. Thus, a Reserve corpsman successfully achieving certification as an EMT is better qualified to fill a duty billet and, consequently, a greater asset to the Service."

Commandant's Award Winners Announced

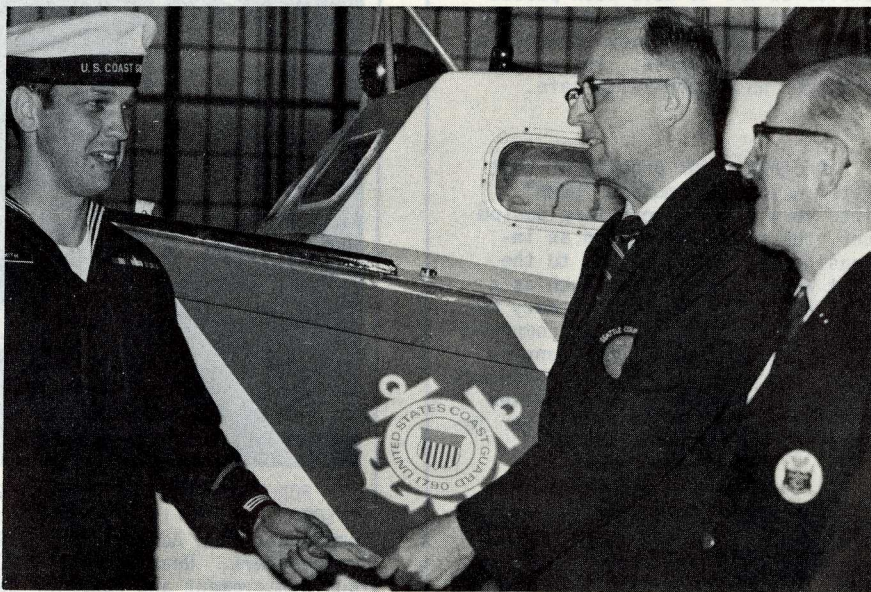
Reserve units in San Pedro, CA, Honolulu, HA, and Long Beach, CA, have been selected as recipients of the Commandant's Award for fiscal year 1972, ending 30 June.

The award, one of four made annually to Coast Guard units for individual accomplishments, is presented to the best ORTUPS, ORTUAG and best "all others" type ORTU overall.

ORTUPS 11-82747, San Pedro, was selected as the best port security unit; ORTUAG (S) 14-83974, Honolulu, was chosen as winner in the augmentation category; and the "other" category award was claimed by ORTUAG (R) 11-84731, Long Beach.

The honored units will receive a guidon streamer and a plaque.

The Commandant's Award is presented to the Organized Reserve Training Unit which has achieved the highest scores in selected criteria for the fiscal year period, and judging is based upon reenlistments, correspondence course completion and service-wide examination performance. The role each of the units played in active augmentation was also considered in the selection process.



BAGGING MONEY FOR BAGGING RESERVISTS--Electronics Technician Second Class Charles B. SMITH receives a \$100 check from Don Krick, President of the Seattle Chapter of the Navy League, for winning the recent Navy League sponsored Coast Guard Reserve recruiting contest for the Seattle area. Rear Admiral Richard D. SCHMIDTMAN (Ret), former 13th District commander, observes the presentation. ET2 SMITH, 32, recruited three prior-service men over a six-month period to win the contest.

drill pay - 1 january 1973

—For One Drill, Four Hours or More—

The following table lists the drill pay amounts reflected in the latest military pay raise. Where a dash appears, the last amount shown for that pay grade is the maximum.

	Under 2	Over 2	3	4	6	8	10	12	14	16	18	20	22	26	30
O-6	39.80	43.74	46.59	-	-	-	-	-	48.17	55.79	58.64	59.91	63.40	68.75	-
O-5	31.83	37.39	39.96	-	-	-	41.19	43.38	46.28	49.75	52.61	54.19	56.10	-	-
O-4	26.84	32.66	34.87	-	35.49	37.07	39.59	41.83	43.74	45.64	46.91	-	-	-	-
O-3	24.94	27.88	29.79	32.98	34.55	35.79	37.71	39.59	40.56	-	-	-	-	-	-
O-2	21.74	23.75	28.53	29.48	30.10	-	-	-	-	-	-	-	-	-	-
O-1	18.87	19.65	23.75	-	-	-	-	-	-	-	-	-	-	-	-

COMMISSIONED OFFICERS WITH OVER FOUR YEARS' ACTIVE ENLISTED SERVICE

O-3		32.98	34.55	35.79	37.71	39.59	41.19	-	-	-	-	-	-	-	-
O-2		29.48	30.10	31.05	32.66	33.93	34.87	-	-	-	-	-	-	-	-
O-1		23.75	25.36	26.31	27.25	28.21	29.48	-	-	-	-	-	-	-	-

CHIEF WARRANT OFFICERS

W-4	25.40	27.25	-	27.88	29.15	30.43	31.69	33.93	35.49	36.75	37.71	38.97	40.26	43.38	-
W-3	23.10	25.05	-	25.36	25.67	27.55	29.15	30.10	31.05	31.99	32.98	34.24	35.49	36.75	-
W-2	20.22	21.87	-	22.51	23.75	25.05	26.00	26.94	27.88	28.85	29.79	30.74	31.99	-	-
W-1	16.85	19.33	-	20.93	21.87	22.82	23.75	24.72	25.67	26.62	27.55	28.53	-	-	-

ENLISTED MEN

E-9							28.86	29.52	30.19	30.88	31.56	32.18	33.88	37.17	-
E-8						24.22	24.89	25.55	26.22	26.90	27.54	28.22	29.87	33.20	-
E-7	16.91	18.24	18.92	19.58	20.26	20.90	21.56	22.24	23.25	23.90	24.56	24.89	26.56	29.87	-
E-6	14.60	15.93	16.59	17.27	17.93	18.59	19.26	20.26	20.90	21.56	21.90	-	-	-	-
E-5	12.82	13.96	14.63	15.27	16.27	16.93	17.60	18.24	18.59	-	-	-	-	-	-
E-4	12.33	13.02	13.77	14.85	15.44	-	-	-	-	-	-	-	-	-	-
E-3	11.86	12.51	13.01	13.52	-	-	-	-	-	-	-	-	-	-	-
E-2	11.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-
E-1	10.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-

The Admiral's Corner: On Officer Promotions

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cers being considered for promotion. We are making special efforts to restrict membership on these boards to training coordinators and commanding officers from our units. Normally, no two board members are from the same Coast Guard district, nor engaged in the same civilian occupation, and they are from a mixed procurement background (that is, ex-Regular, OCS graduate and direct commission). This composition is considered the most impartial possible and should afford completely unbiased consideration. However, even the most impartial board can function only with the tools provided. Therefore, in order to have the strong, viable Reserve that today is needed, it is of the utmost concern to each level of command that selection boards be provided with complete and meaningful fitness reports.

The third point I wish to make relates to the frequently asked question: what can the individual Reserve officer do to become "best qualified"? While there can be no specific answer to this, the best general answer I can offer is: do more than is expected. Augmentation, which is the primary thrust of our program today, and its many aspects --planning, liaison, implementation and administration--are placing new demands on all our personnel. There are new and challenging opportunities during INACDUTRA and ACDUTRA that previously were not available. Many officers and enlisted men have earned important recognition through their excellent work in this new program. Additionally, many officers are inclined to be lax in enrolling in and completing correspondence courses. I encourage every officer to remain active in a correspondence course

program. These are important. Each course completed reflects some additional knowledge gained for the benefit of the individual and the Coast Guard, knowledge that well may assist the individual in performing augmentation activities.

Each board is instructed to give prime consideration to those officers actively involved in the Selected Reserve--especially in our current heavy involvement supporting Regular Coast Guard missions. I am convinced that the future of the Coast Guard Reserve is closely aligned and directly related to this support--call it augmentation--of Regular Coast Guard missions.

In summary, participation in one of the many aspects of augmentation

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Squadron Two Awarded Unit Commendation

The Commandant has awarded the Coast Guard Unit Commendation to Coast Guard Squadron Two for service as set forth in the following citation:

CITATION:

"For exceptionally meritorious service during the period 10 March 1972 to 9 May 1972 while engaged in delivering Coast Guard Cutters AB-SECON (WHEC 374), CHINCOTEAGUE (WHEC 375) and McCULLOCH (WHEC 386) from Norfolk, Virginia to the U. S. Navy in Guam, Marianas Islands. With only a small nucleus of former crew members, new crews of less than two-

thirds normal strength consisting of approximately 50% reservists detailed from 11 Coast Guard Districts, supplemented by active duty personnel from 10 commands, were formed within two weeks of departure. Despite numerous frustrating obstacles and repeated equipment and machinery failures, testing to the utmost the ingenuity and determination of crewmen to affect on-scene repairs and modifications with minimal materials and equipment, Coast Guard Squadron TWO completed its 10,000 mile journey on schedule and in an outstanding manner. The sustained initiative, versatility, skill and teamwork of all hands enabled Coast Guard Squadron TWO to complete this mission in a highly professional

fashion and has enhanced the image of the Coast Guard in the eyes of the U. S. Navy. The diligence and unwavering devotion to duty of all personnel involved in this mission were in keeping with the highest traditions of the United States Coast Guard."

Personnel who were assigned to or served with Squadron TWO during that period should write directly to Commandant (GPS-5/73) for certification giving name, service and social security numbers, present address and/or assignment, and the name of the vessel to which attached.

The Operational Distinguishing Device is authorized.

CGR Provides USAF Coxswains

There is a new uniform in evidence around RTC, Yorktown and TRACEN, Alameda (WDRST) these days-- the Air Force Blue of the Aerospace Rescue and Recovery Service.

The two Training Centers are providing Small Boat Operations training to personnel of the ARRS branch of the Military Airlift Command involved in the operation of crash boats, etc. The Air Force is sending a total of 20 men to these CG Reserve schools as part of a pilot program, with an eye to incorporate such training in their permanent training package.

The small boat operations course provides "in depth" treatment of this vital subject, and equips the student to become a qualified small boat coxswain (in accordance with CG-313).

This inter-service support is just one more example of the new "augmentation-oriented" training program of the Coast Guard Reserve.

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may not guarantee promotion. Neither can correspondence course activity provide any such assurance. But active and full participation on a continuing basis in these important program elements can place a Coast Guard Reserve officer in a strong position to favorably compete in future "best qualified" selections. Good luck to each of you.

J. Moreau
W. MOREAU

The Coast Guard RESERVIST

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All photographs are official Coast Guard material unless otherwise designated.

Members of the Coast Guard Reserve are invited to submit articles of interest to the Editor of RESERVIST for possible publication.

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